



MEETING MINUTES

Chief's Advisory Committee (In-Person)

Tuesday, September 7, 2021

Welcome to Committee by Chief Páez

Chief Páez welcomed the committee and thanked all for coming together again. Additionally, he thanked Dwayne Maynard for attending the city council meeting where the CTF presented their report. Dwayne Maynard commented that the CAC would continue to support the CTF into the future. Chief Páez turned the meeting over to Chair and Co-Chair Judge Maynard and Ms. Ajmeri Hoque.

Dwayne Maynard welcomed all to the meeting and thanked committee members for being a part of the final iteration of this CAC. He thanked all for their time and commitment, commenting that they have laid the groundwork for engagement between the very diverse community and our police department. Per Resolution 41-20, committee members were appointed for one or two-year terms; some members who will complete their appointed terms wish to continue on in the CAC. Sri Gaddam who was appointed for a one-year term is unable to commit to another term. Courtney Ingram who was appointed for a two-year term has indicated that she is unable to continue. The committee will discuss, at a future meeting, the process for replacement.

Dwayne Maynard deferred to Chief Páez to call roll for the meeting.

Committee members present: W. Dwayne Maynard, Ajmeri Hoque, Sri Gaddam, Cameron Justice, Yanling Yin, Imran Malik, Isao Shoji, Susan Ortega; Police Department members present: Chief Justin Páez, Lt. Nick Tabernik, Lt. Lattanzi, Jay Somerville, Officer Devin Howard, PIO Rebecca Myers

Minutes by: Becky Metcalf

Committee Business

- **Attendance**

Chief Páez called roll for the meeting:

Judge Dwayne Maynard - present

Ajmeri Hoque – present

Sri Gaddam - present

Cameron Justice – present

Susan Ortega – present

Isao Shoji - present

Imran Malik – present

Yanling Yin – present

Cortney Ingram – not present

Stella Villalba – not present

- **Review/Amend/Adopt Last Meeting's Minutes**

Dwayne Maynard asked if all had the opportunity to review the minutes from the July 2021 CAC meeting and if anyone had any amendments. The committee members indicated they had reviewed the minutes and did not have any recommendations for amendments. Dwayne Maynard asked for a motion to accept the minutes from the July 2021 CAC meeting. Ajmeri Hoque moved to accept the minutes from July 2021 and Imran Malik seconded. Dwayne Maynard asked that all in favor of accepting the July 2021 minutes signify by stating "I"; all responses were in favor. Dwayne Maynard asked if anyone opposed; no responses were received. Meeting minutes from the July 2021 CAC meeting were adopted without objection.

Old Business

Dwayne Maynard asked the CAC members who were present if there was any old business to address. CAC members present did not have any old business to address. Dwayne Maynard asked Chief Páez to move into the Chief's Updates and provide information about the police department's recruitment campaign, upcoming written exams, and an update on the SRO at the new Dublin middle school.

Chief's Update to Committee

Chief Páez deferred to Lt. Tabernik to provide an update on the new SRO at Eversole Run Middle School, a Dublin City School in Union County, which will be staffed by a Union County Deputy. Lt. Tabernik advised that Lt. Matt Warden supervises the unit for the Union County Sheriff's Office. He recently met with both Lt. Warden and the sheriff to review Dublin's SRO program as well as the way Dublin Police connects with Dublin City Schools and the children in the Dublin City Schools. They discussed how we operate as well as logistics of the position, and the working relationship with the principal and school administration. Lt. Warden recently attended our school threat training. Dublin and Union County Sheriff's Department have a very productive, connective relationship. Susan Ortega asked the new officer's name. Lt. Tabernik advised that he would get that information. Dwayne Maynard asked if they have SROs in their other schools. Lt. Tabernik advised they do have an officer at Fairbanks.

Dwayne Maynard asked if there is any additional training the SROs will go thru in the near future and if the CAC could possibly attend. Lt. Tabernik advised they will be going through Diversity, Equity, and Inclusion (DEI) training and Lt. Lattanzi advised the department is partnering with an outside vendor to conduct agency-wide bias training as part of the department's annual training. Dr. Burris, who will be conducting the training, will be here 9/24-2021 thru 10/8/2021 presenting every other day. Dwayne Maynard asked if members of the CAC would be able to attending this training. Lt. Lattanzi advised he will have to contact Dr. Burris, as funds have already been allocated to accommodate a certain number of attendees, to see if that is feasible.

Ajmeri Hoque advised that Dublin City Schools just hired a Diversity, Equity and Inclusion Director (Dr. Bennyce Hamilton) and that she may be a good person to reach out too. She then asked how the SROs are handling masking in schools. Lt. Tabernik advised that he has not heard of any issues with masking in the schools.

Dwayne Maynard asked for any additional thoughts or feedback; no CAC members had anything additional to add.

Chief Páez asked if the CAC has any ideas or input on the department partnering with upcoming community events. Sri Gaddam advised there are two or three big Indian Festivals coming up and can assist with coordination.

Dwayne Maynard advised that he would feel more comfortable at community events if Chief introduced the community partners who are in attendance at the events. Dwayne Maynard commented in regards to social media, that we need to consider that there is an older community that still reads newspapers and magazines and that it is important to connect with that older population of Dublin as well.

Chief Páez advised that much to the credit of the committee, we have developed a great partnership. The department endeavors to provide support and improve safety in the community; we may not be the point of lead but we will be good partners to accomplish these goals.

Suicide Prevention Town Hall

Lt. Lattanzi shared information about the upcoming Suicide Prevention Town Hall. Rebecca Myers and Syntero, especially Susan Ortega, were instrumental in planning. The Town Hall will be two hours in person at the Dublin Recreation Center; topics include building community conversation, responding to people in crisis, sharing police perspective, survivor stories and breakout sessions. Susan will be covering the effect of social media and effects of isolation and loneliness for aging or older adults. Additionally, there is a presentation from the LOSS Community Services group.

Rebecca Myers invited all to RSVP to attend, additionally there is a suicide prevention pledge on the website and she will send to the CAC later in the week. There will be an article in the Dublin Villager this week as well.

Susan Ortega advised they are honored to be a part of this and will assist in the breakout sessions. Ross Community Services works closely with those who have lost a loved one to suicide. They are able to go to the home of survivors and provide resources.

Sri Gaddam asked about suicide prevention statistics.

Chief Páez advised this is a chance to reduce some of the stigma attached to mental health and suicide. The return for him is, to stop hearing stories from people that they have waited too long to receive help.

Lt. Lattanzi hopes this reaches a family member, friend, someone who can take resources back to that person they know who needs assistance and may be struggling. There have been 800 calls for service for individuals in mental health crisis, who have committed or attempted suicide since 2018.

Sri Gaddam discussed figuring out how to create more awareness.

Chief Páez commented that just having the event is the most important thing. Suicide prevention, mental health, those are important public safety issues. He hopes the environment in the community is or becomes that it is okay to ask for help.

Sri Gaddam asked how we can reach out to more people and more communities.

Isao Shohji asked if the info is available afterwards.

Rebecca Myers advised that there is an online resource guide.

Dwayne Maynard advised that just getting started and building upon it and suggested maybe making it an annual event.

Ajmeri Hoque asked if we are targeting schools and teachers. Susan Ortega advised this is just beginning the conversation.

Lt. Lattanzi advised that our police chaplain sent out letters to other faith leaders in the community sharing the information as well.

Yanling Yin asked for the communications so they can share with their communities and how can we break that stigma, to get them to come to you for help. Susan Oretaga advised that when speaking about it, there are many different components, having a community conversation helps folks feel empowered. Yangling Yin suggested maybe on the back end they would share that this is more about education.

Chief Páez thanked all for sharing and for the reflective feedback.

Safe Space Initiative

Chief Páez shared information about establishing a Safe Space Initiative in Dublin. In an article, "Connecting with Your LGBTQ Community" found in Police Chief Magazine about Seattle Police Department's SAFE PLACE Initiative, their program engages entities to commit to being part of the solution to reduce crime and support the LGBTQ community. To be part of the program and display the rainbow shield, a business has to agree to provide safe harbor, contact police and provide a safe place until police arrive to victims of any crime. He first engaged with our LGBTQ liaison (Officer McCloskey) and command staff. Officer McCloskey provided the following feedback 1) the shield cannot be everywhere and not only include the police department; 2) we can't advocate for just the LGBTQ community must include all. Chief Páez also reached out to Rainbow Dublin – Bobby Weston and the group has had one meeting and decided who they should reach out too. Dr. Bennyce Hamilton will be part of the next meetings (new to Dublin Schools) and also include WTFD Chief O'Connell.

Crowd Control Equipment Demonstration

Lt. Tabernik shared crowd control equipment used by the police department with the CAC.

Community Task Force's DEI Framework

Chief Páez shared recommendations included in the finished product. Council is reviewing and deciding what to tackle first. Major pieces include the development of a community task force similar to this group which continues; encompasses regular ongoing conversations; realizes problems are not going to be solved in one year. Chief Páez suggests all at their first opportunity to read through the report; it contains much work and is evident the passion that went into it. Dwayne Maynard asked if the framework report is somewhere all can access; Chief Páez advised he will put the document into the team's workgroup for all to review. Regarding the CAC annual report, Chief Páez has not received any feedback, they have a workshop this week where he will

share and they can provide feedback at that time. His hope is to emphasize leaning into the task force report and deciding where the CAC can make a tangible impact. Dwayne Maynard emphasized the section in the committee's ongoing recommendations and future goals, four bullets, as we think about aspirations or goals going forward those were what were submitted.

Roundtable Discussion

New Business

Dwayne Maynard asked if there were any current events anyone would like to share. Imran Malik advised he is working on remembering 9/11 in Hilliard. In addition, there is a service at Washington Township Fire Department, Station 93 – Brand Road Station. He hopes to be present there and collaborate with them for future engagement. He believes this is open to the public.

CAC Reflections and Aspirations

Dwayne Maynard invited all to give their reflections and aspirations, giving those who had been on the committee for a year the opportunity to share their reflections especially those that cannot or are unable to continue. Chief Páez advised that Cortney Ingram is unable to continue her participation in the committee. Stella Villalba plans to continue. Sri Gaddam advised he is not able to continue participation on the committee. Yangling Yin advised she intends to continue.

Sri Gaddam had two points to pass along: establishing CORE values and finding a way to measure outcomes. Dwayne Maynard commented that one thing he has become very clear on is the concept of measureables. He commented to Sri that his impact on the committee is not lost and thanked him for his participation. Sri advised that he hopes to attend the next couple of meetings; this is a great team, which has made a great difference.

Cameron Justice shared his reflections commenting that conversations are sometimes not easy, but he is proud of the work the team has done in their time and their commitment. He is grateful for the opportunity to be surrounded by great people, hopeful what the next iteration looks like, and for Dublin's future. Aspirations are just to continue and keep up the momentum. Continue having the uncomfortable conversations, he is not sure he will be able to continue next year but he looks forward to helping out.

Ajmeri Hoque advised she will continue next year; the CAC has progressed a lot from the first meetings, becoming more aware of the community around us and that the department does an excellent job incorporating the CAC's discussions into their work. She hopes to continue the minutia into the community. She did ask that the police department provide statistics about its growth and how it compares to other neighborhoods. Community members feel safer in Dublin. It is important to include other languages when communicating with the community.

Dwayne Maynard complimented Cameron on his participation in the committee; stating he will be missed being a part of every meeting, but that he needs to stay focused on law school. He suggested that if there is a way to convey his thought he should share with Chief Páez; they will ensure his voice continues to be heard.

Susan Ortega commented that it is hard to comprehend the commitment CAC members have to their different communities. She commented that she has never felt that the police department has shied away from any questions asked.

Isao Shoji commented that he looks at his experience here and compares it to his experience with the task force. Most if not all task force members are limited to one year. It is nice to not be limited to a one-year term on the CAC. He stated that he enjoys this forum; it allows members to do the work without the pressure or need to move forward. He is very appreciative having an agenda but is grateful that it is also flexible and taking time to discuss issues. He agrees there is value to be had to showing metrics, values that show improvement in areas, how we measure how the public perceives the police department. He looks back at how he used to perceive the police department versus how he views it now. The CAC should decide how we measure improvement. He thanked all on the department, commenting that it has been an honor to meet all and hear them speak so passionately about it. He did not have that view ahead of time and it has been incredibly rewarding for him and touching to hear all the things that go on in the community and in the schools.

Imran Malik advised that he has been in Central Ohio for the past 25 years and has seen an evolution. He appreciates the collaboration and the safe space to have sometimes uncomfortable conversation. He hopes the committee continues its inertia, continues reaching out and puts ideas into action. He looks forward to continuing to serve on the committee.

Dwayne Maynard thanked the group of community partners for allowing him and Ajmeri to be chairs of the first committee; as a leader, he had to broaden his view and he is better because of it. He has learned so much from each community partner. Diversity, Equity and Inclusion is much broader than he realized. Training in sensitivity is important moving forward. He has learned about community, safe space, accountability, measurables, trauma and trauma informed care and being proactive. He thanked everyone involved in the police department; you are willing to lean into discussions that were not always easy and were willing to take suggestions and try to include them in policies. He enjoys working with all and is glad to have had an impact not just in our community and looks forward to year two. He is glad to continue the work. He does recommend they have a training manual or notebook for incoming CAC members to include subject matter that has been addressed and terminology that is used. This will provide an idea of what the CAC has gone through, and conversations that have already taken place.

Chief Páez thanked all for sharing their thoughts. Realizing that language is an important goal as we go out into venues, we need to ensure we communicate clearly to any group and in a language that they can understand. Measurements, understanding over time how we share successes, how do we collect and catalogue those and make sure we are hearing critical feedback. His reflection of the first year of the CAC is that it has been one of the most rewarding experiences in his career. He commented that it is hard to express the experience, knowledge and investment of the committee, he feels tremendously proud and privileged to be a part of the conversation. He expressed to those moving on from the CAC to remember these are open public meetings, be aware you are still critical members of the conversation. He thanked all for their reflections and looks forward to everything in the future.

Chief Páez asked, for future meetings, to identify a time window that works for all. It looks like over the past year that Thursdays seems to line up for most members and sometimes Tuesdays. He suggested that if the committee can get into a familiar rhythm the meetings could be scheduled in advance. He also suggested flipping the agenda so police goes at the end to have those more fluid conversations first. The committee agreed that the third or fourth Thursday of the month is best for future meetings.

There was no other commentary from the group. The meeting was officially adjourned at 8:01 PM.

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